# **Human Performance** Consultant Career Continuum

## (Advanced HP Competencies) **Human Psychology**

**Program Dev Planning & Evaluation Process Oversight Mamt Presentation/Marketing Skills** Risk Management Application of Technology to Performance Leadership Instructional Systems Design

Requirements Analysis(experience)

Performance Analysis (experience)

**SENIOR CONSULTANT** 

Strategic Vision **External Awareness** Organizational Representation & Liaison Joint Service Perspective Situational Leadership Influencing/Negotiating Resources Management

**MASTER CONSULTANT** 

(Advanced HP Competencies)

### ASSOCIATE CONSULTANT (Advanced HP Competencies)

**Human Factors Engineering** Change Management Influencing/Negotiating Requirements Analysis (knowledge) Performance Analysis (knowledge)

### **SPECIALIZED HP WORK EXPERIENCE & TRAINING**

**HP Work Experience** Teaming

Collaborative Training HP Certification (ASTD/ISPI/Navy)) Professional Conferences /Academic

Mentoring

#### **BASIC HP FOUNDATION COMPETENCIES**

**Oral Communication** Written Communication Model

**Problem Solving (Solutions) DON Mission/Organization** 

**Client Relationship Innovative Thinking**  Team Dynamics Self-direction

**Flexibility** 

**Decisiveness** Facilitation Skills **Critical Thinking** 

**Proiect Management** 

**Use Human Performance System** 

Analysis

**Performance Measurement** 

**Negotiating** 

**Ethics** 

### **HP Consulting Sub-specialty**

1700 Series (Edu) - ISD, Distance Learning, Testing, Systems Design, CBT, Job Analysis, EPSS/Decision Aides/JPAS/Job Aides, Human Factors (Desian/Ena)

0854 Series (Computer Engineer)) - Virtual Reality, Distance Learning, Systems Design, Communications

0343 Series (Prog Analysis) - Analysis, Evaluation, Mission Analysis, Job Analysis, ROI, Performance Measurement, Organizational Effectiveness

0180 Series (Psy) - Human Psychology, Human Factor (Design/Eng), ISD, Distance Learning, Testing, Systems Design, CBT, Job Analysis,

EPSS/Decision Aides/IPAS/Job Aides, Organizational Effectiveness

1000 Series (VI) - Media, Distance Learning, CBT

0110 Series (Econ) - Performance measurement, ROI, Analysis

1530 Series (Stats) - Performance measurement, ROI, Analysis

1102 Series (Acq) - Acquisition

1515 Series (Operational Research Analyst) -

0896 Series (Industrial Engineer) -0301 Series (Project Coordinator) - **Specialist Qualification Standards** (refer to Occupational Standards)